

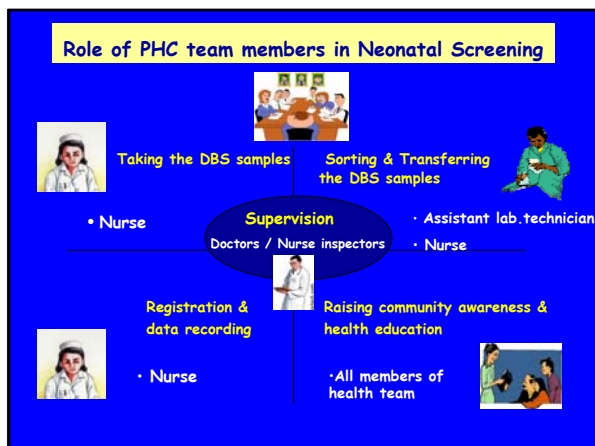
Background

- Training is the main pillar of PHC programs and the only road for competency .

The preparation of Egypt training program on Neonatal Screening started in Jun 1999 and the first course was conducted in Feb.2000

Goal

- To train service providers of the PHC facilities of the 27 governorates of Egypt to perform their specified roles in the neonatal screening program with competency .



Strategies

- Assessment of training needs (who to train on what) .
- Designing different types of courses that matches the training needs .
- Preparing curriculums , manuals & handouts for all the training courses .
- Developing a general plan for conducting training that correlates with the designed expansion of the program .
- Conducting preparatory Workshops in different governorates .
- Conducting TOT courses .
- Conducting Supervisors courses .
- Conducting Service Providers courses .
- Evaluation of training & on job monitoring .

Strategies

I. Assessment of training needs

(who to train ?)

Egypt has **4650** PHC facilities distributed in **258** health districts that follows **27** governorates .

- We have to train
 - 2 - 3** nurses in each PHC facility
 - 2 - 3** nurse inspectors & **2** assistant Lab.technician in each health district .
- We have to prepare a team of local trainers in each governorate .
- We have to prepare a team of local supervisors in each governorate.

Amount of the Training Needed

- Total No of **8000 - 10000** PHC Nurses .
- 780** Nurse inspector .
- 520** Assistant lab.technician
- **27** team of local trainers
- **27** team of local supervisors

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Annual no.of births in Egypt (2005)
1.758.704 birth / year

II. Designing different types of courses

Types of Training Courses

1. **TOT** (training of trainers courses) .
2. **Service providers courses** (nurses & assistant lab. Tech.)
3. **Supervisors courses** .

There is also

One day orientation for other health team members .

For each of these courses we prepared :
Syllabus , agenda , training materials ..etc..

Training Topics

What to train on ?

Task based training

Service Providers course

(Information & skills)

NS program , CH, sample transferring system , time schedule , role of each team member , steps of sample taking , registration & data recording , communication skills & health messages , standards & indicators of the program .

TOT courses

(Information & skills)

All the topics of the service providers course plus
Basic training skills and short presentations .

Supervisors course

(Information & skills)

All the topics of the service providers course plus
Supervision , Quality & Problem solving , Supervision checklist & Field visits

III. Preparing curriculums , manuals & handouts for all the training courses.



IV. Develop a general plan for training

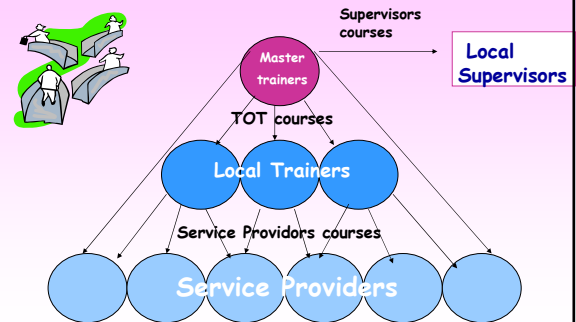
The general plan correlates with the designed expansion of the program (defining which governorate to start with , sequence for expansion ,time limits for each governorates, types and No. of courses to conduct in each)

We had five phases for conduction :

- 1st Phase : (2/2000 - 12/2000) 5 gov.
- 2nd Phase : (1/2001 - 12/2001) 4 gov.
- 3rd Phase : (1/2002 - 12/2002) 6 gov.
- 4rd Phase : (1/2003 - 6/2003) 6 gov.
- 5th Phase : (7/2003 - 12/2003) 6 gov.



Steps for Training Implementation



Proper Choosing & preparing of Master Trainers

- 10 Master Trainers
- 2 of Pediatric background , 2 of Obs.& gyn. Background , 6 of clinical pathology background .
- A master degree is the minimal qualification .
- Have had courses of basic and advanced training skills.
- Previous experience as a trainer .
- 2 of our trainers attended the international training course of Neonatal screening in sapporo - Japan .
- Provide continuous contact with national & international conferences on NS.



V. Conducting Workshops in different governorates

With the local health authorities

(Explaining the new service , identifying No of trainees , No & Types of courses needed , selection criteria for Trainees,local trainers and supervisors identifying training centers & provisional time schedule)



VI. Conducting TOT courses

A 3 days course 18 training h.
(6 / 12 theoretical / practical)
to prepare local trainers
(doctors & nurse inspectors)



VII. Conducting Supervisors Courses



A 5 days course: 30 training h.
(10/20 theoretical/ practical)

Objective :

to train Health district managers ,
assistant H.D. managers , PHC
doctors to supervise the NS
program activities.

Training Methods



Lectures



Group Working



Simulation & Role play



Practical Session

VIII. Conducting Service Providers courses

A 3 days course , 18 h.training
(6 / 12 theoretical / practical)
to train PHC service providers
on N.S .



Training Schedule for Service Providers Course



Neonatal Screening	Knowledge	1 hour
Congenital Hypothyroidism	Knowledge	1 hour
Flow of the sample Role of PHC team members	Knowledge & Skills	1 hour & 1 hour
Steps of sample taking	Knowledge & Skills	1 hour & 1 hour
Practical	Skills	4 hours
Records & Registrations	Knowledge & Skills	1 hour & 1 hour
Practical Registration	Skills	2 hours
Communication , health education & health messages on N.S.	Knowledge & Skills	1 hour & 1 hour
Practical Health education session on N.S.	Skills	2 hours
Total training Hours of the course	Theoretical /Practical	6 / 12 hours

Training Methods



Group Discussion

Lectures



Role Play

Simulation



Practical Session

IX. Evaluation & On Job Monitoring

Evaluation of Training :

During the course

- Pretest , Post test , Question & Answers. (For knowledge acquisition).
- Checklist (for practical skills acquisition)

On Job :

- Supervisors check list .
- Indicators for assessment of performance (Coverage Percentage , incorrect samples percentage , recall samples of correct timing percentage .)



IX. Evaluation & On Job Monitoring



Using checklists for monitoring

One Day Orientation



- For other members of the PHC team (health educators, health workers , health inspectors , dentists , pharmacists , community workers , midwives ...etc)



Challenges For the Training Program

- Amount of work needed to be done in a fixed time schedule.
- Rapid turnover of service providers in some governorates .
- Lack of previous background of the PHC team on this new service.
- Allocating the needed budget for training .



Training Achievements

From Feb.2000 to Jun.2006

• Total No of TOT courses	26
• Total No of Supervisors courses	16
• Total No of Service Providers courses	363
• Total No of one day orientations	126
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• Total No of local Trainers	390
• Total No of Local supervisors	326
• Total No of Nurses	7583
• Total No of Nurses Inspectors	607
• Total No of Ass.Lab.Tech.	550
• Total NO of participants of the orientations	7612

Training



- Training is a complex but a challenging task & success in training needs working as a team
This is the spirit of our program .

